

GENDER ACTION PLAN

Action or Activities	Target and Indicators	Responsible Agencies (1) and Assisting Agencies (2)	Timeline	Budget and Source
1. Output 1: Shixia Reservoir Operation and Its Watershed Vegetation Improved				
1.1 Employ staff with a priority to women for upstream water environmental protection awareness along Qingzhang and Xiaolingdi rivers under the eco-compensation plan. ^a	Target: Six staff, including at least two women Baseline: 0	(1) ZSRMO (2) CESB, PAO, PMO, STG, Women's Federation	2017–2021	Eco-compensation fee from ZSRMO
1.2 Include female villagers as key target group of environmental protection awareness and training activities. Undertake consultations with villagers, including separate meetings with women.	Target: 1,500 villagers participate in these activities, including at least 40% are women Baseline: 0	(1) STG, villages (2) PMO, ZSRMO, Women's Federation	2017–2021	CNY300,000, from project budget
1.3 Employ female villagers as paid workers to plant trees in water source protection area.	Target: At least 10 villagers in each of 17 upstream villages, with not less than 40% are women Baseline: 0	(1) Contractors (2) PMO, Women's Federation, villages	2017–2021	Included in construction budget
2. Output 2: Qingzhang River and Binhe Road Rehabilitated				
2.1 Employ sanitation workers with priority to women for cleaning Qingzhang River and nearby regions.	Target: 20 staff, including at least 30% are women Baseline: 0	(1) CESB (2) PMO	2018–2021	CESB's operational budget
2.2 Include women in project area as key target group when conducting environmental protection knowledge dissemination activities. Undertake consultations with villagers and citizens, including separate meetings with women.	Target: 30,000 villagers and citizens participate in these activities, including at least 40% are women Baseline: 0	(1) CESB (2) Liaoyang Township Government, PMO, STG, Women's Federation, villages and/or communities	2017–2021	CNY500,000 from project budget
2.3 Employ staff with a priority to women as wetland park management and service team members.	Target: Eight villagers, including at least three women Baseline: 0	(1) Forestry Bureau (2) PAO, PMO, Women's Federation	2019–2021	Forestry Bureau's operational budget
3. Output 3: Inclusive Water Supply and Wastewater Collection Services Achieved				
3.1 Provide clean and reliable water supply (drinking water) to villages in three townships	Targets: 31,196 population (49% are women) Baseline: 0	(1) WSMU (2) PMO	2021 onwards	Project budget for water supply component
3.2 Women participate when conducting consultation on how to collect water tariff in each village. Conduct general as well as women-specific consultations.	Target: 43 consultations, including at least 30% with female participants in each consultation Baseline: 0	(1) WSMU (2) PMO, villages	2017–2019	WSMU's operational budget

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3.3 Include women as key target group for water-saving related communication and training activities.	Target: 15,000 villagers participate in these activities, including at least 40% are women Baseline: 0	(1) PMO, WSMU (2) Hanwang, Liaoyang, and Longquan township governments; PAO, Women's Federation, villages	2017–2021	CNY300,000 from project budget
3.4 Conduct public hearing about water and wastewater tariff, if water and wastewater tariff will increase; involving women or female representatives from common citizens and/or villagers in project area. Conduct general as well as women-specific consultations.	Target: One public hearing meeting in relevant townships, with at least 40% are women in all public hearings Baseline: 0	(1) Zuoquan County Price Bureau, Zuoquan County wastewater treatment plant (2) PAO, PMO, Women's Federation	2017–2021	County and/or wastewater treatment plant's operational budgets
4. Output 4: Institutional Capacity Strengthened				
4.1 Provide capacity building in project management and implementation for staff from ZCG, the PMO, the implementing agencies, and the PIOs.	Target: 30 staff, with at least 30% are women Baseline: 0	(1) PMO and ZCG (2) Implementing agencies and PIOs	2017–2021	Included in the project budget
4.2 Provide training in operations and maintenance of project facilities.	Target: 100 staff, with at least 30% are women Baseline: 0	(1) PMO and ZCG (2) Implementing agencies and PIOs	2017–2021	Included in the project budget
5. Outputs 1–3: Project Employment				
5.1 New temporary and permanent jobs, with priority to women.	Target: 1,750 temporary jobs and 33 permanent jobs, with at least 25% for women Baseline: 0	(1) Contractors, implementing agencies (2) County Human Resource and Social Security Bureau, PAO, PMO, Women's Federation, communities	2017–2021	Included in the construction budget
6. Mitigation Measures to Address Social Impacts and/or Risks				
6.1 Conduct public health training on HIV/AIDs, sexually transmitted infections, and communicable diseases to all workers. When training female workers, specific disease prevention knowledge for women will be included.	Target: 1,750 workers, including at least 25% are women Baseline: 0	(1) Center for Disease Control, contractor (2) PMO, Women's Federation	2017–2021	Contractor's budget
6.2 All women workers will have signed contracts and enjoy full labor rights according to labor law and local regulations. Contractors or employers under the project will implement specific rights of women workers, including pregnant and nursing women.	Target: 1,750 contracts, including at least 25% with women Baseline: 0	(1) Contractor (2) County Human Resource and Social Security Bureau		

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6.3 For LAR-affected groups, women have equal rights to sign LAR documents and receive compensation according to the resettlement plan.	Target: 591 households, including at least 30% inclusion of women's names in the LAR agreements Baseline: 0	(1) Implementing agencies (2) PMO	2017–2019	Resettlement plan
7. Project Management				
7.1 A certain percentage of the project management staff will be women; and assign the project management staff, including women, for implementation and reporting of the GAP.	Target: At least 30% are women. The PMO and each implementing agency have focal persons responsible for the GAP. Baseline: 0	(1) Implementing agencies, PMO	2017–2021	Project management budget
7.2 The PMO's and the implementing agencies' staff are trained regularly and will include knowledge and skills of the GAP.	Target: All the PMO's and the implementing agencies' staff will receive training twice a year. Baseline: 0	(1) PMO (2) Loan consultants	2017–2021	Capacity building budget
7.3 Sex-disaggregated data will be collected in the management information system to ensure the monitoring, evaluation, and reporting of the GAP.	Target: Indicators involving gender included in the project performance management system Baseline: 0	(1) PMO (2) Loan consultants (social and gender specialist)	2017–2021	Project management budget
7.4 Recruitment of social and gender specialist as part of the loan implementation consultancy	Target: A social and gender specialist has been recruited. Baseline: 0	(1) Implementing agencies, PMO	2017–2021	Project management budget

CESB = County Environment and Sanitation Bureau; CNY = Chinese yuan, GAP = gender action plan, LAR = land acquisition and resettlement, PAO = Poverty Alleviation Office; PIO = project implementation office, PMO = project management office; STG = Shixia Township Government; WSMU = water supply management unit ZCG = Zuoquan County Government, ZSRMO = Zuoquan Shixia Reservoir Management Office.

^a "Priority" in the GAP means that the project will reach out to potential female employees and encourage them to be involved in the project-related jobs or activities.
Source: Asian Development Bank.